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SUMMER ISSUE

Engineer Unions from the Reviewing Stand

Achievements and Frustrations

Employer-Employee Attitudes
(Final Instalment)

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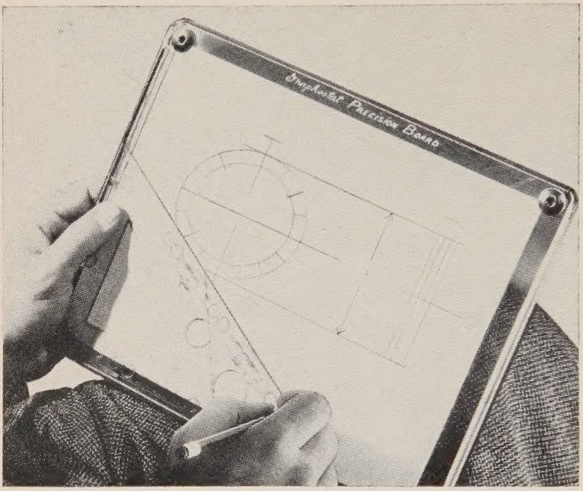

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(Third Instalment)

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Editorial

There Must be a Better Way

N this issue appears the final instalment of our study of the unionization of professional engineers under the Taft-Hartley Act. It is almost entirely ne-dimensional report, as the study is a compilation of official and semi- icial statements published in the unions' own house organs. We have only ected and grouped the material, confining our comment to such statements are necessary to establish the relationship of the stories we have quoted. e have provided only such explanation as was needed to make the con- uity apparent.

Very few items have been included which have emanated directly from ployers of engineers or engineering societies, although the attitude of h can be inferred from some of the statements of the unions quoted in article. The views of employers and societies appear, therefore, as lections rather than direct, official statements. It is obviously impossible us to make a study of the views of employers as comprehensive as the we have made of the aims and activities and achievements of unionized fessional engineers under the Taft-Hartley Act. The actions and views the engineering societies have been well publicized in their own journals, ilable to all who are interested in the problems presented by unionization. e publications of the unions (which we have accumulated during the last years) showing the development of bargaining units and the establish- nt of bargaining agents, their aims and achievements, are not accessible ll members of the profession.

We feel that we are doing a service to employers and the societies in embling and organizing the data presented in this article. It is our hope t "Engineer Unions from the Reviewing Stand" will enable employer employee engineers and their societies to understand each other and ntually to find ways in which they can work together for the improve- nt of the social and economic status of all engineers, more effective, more consistent with the fraternalization which should govern the relationship of all members of the profession, than the procedure establis in the Wagner and Taft-Hartley Acts.

This may be possible, we think, if the engineering societies recogn as we do, the somewhat obscure but still dominant urge back of the un movement. It is apparent to us that engineers, mistakenly we believe, s to achieve in unions a collective professional identity. We believe also tl like the major labor unions, they hope to create in their union an age which will give them influence, comparable to that of management, determining all the terms and conditions of their employment.

We see no evidence that the union movement has so far served eit purpose with great success. Engineers feel that they have lost contact w management—with the engineer executives who plan and direct the g engineering projects in which they have become essential, but anonym factors. They are, blindly we believe, seeking group recognition as a su tute for the intimacy and team work that existed in the relatively s engineering departments of other days. Instead, so far as we can ju there is growing enmity and distrust. There is friction within the bargai unit, between those who champion unionization as the best metho advancing social and economic status, and those who refuse to joi support the bargaining agency; increasing distrust between engineers management; conflict over basic ideologies among bargaining agents erated in a national organization; suspicion of the technical societies' as a disinterested arbiter (because, the unions say, "they have no tai employee opinion" on their committees); and, finally, skepticism conc ing the fairness of the National Labor Relations Board and the effective of the Taft-Hartley Act.

If we are correct in believing that engineers seek primarily recogn of their professional status, and a voice in determining the terms and ditions of their employment, certainly there must be some way in w all the societies, working together, can provide an agency in which emp engineers can work for these legitimate ends. They do not want paterna or philanthropy, benefits unilaterally determined by employers, or thr systems devised and sponsored by the societies, acting in committees m up wholly of employers. What they need, of course, is the one thing engineering profession has never been able to achieve—a great incl and wholly democratic national organization in which engineers o categories and in all stages of professional development can work frater for the welfare of every member of the profession.

National Secretary

ngineer Unions from the Reviewing Stand

THIRD INSTALLMENT—SUMMATION

Prepared by the authors of "Technologists' Stake in the Wagner Act" and echnologists' Stake in the Taft-Hartley Act," Herman A. Wagner, Past sident, American Association of Engineers, M. E. McIver, National Secre- y, American Association of Engineers, and M. P. McGirr, Research Editor, FESSIONAL ENGINEER, *for the information of Engineers and Engineering ecutives. Even though A.A.E. has always been unalterably opposed to union- within the Engineering Profession, it feels it imperative that Engineers p well informed on the subject.*

In the first installment we discussed the Impact of Unions upon Unity, ity Among the Many Bargaining Agents of Professional Employees, Sound- Board Groups, Attitude Toward Technical and Professional Societies. The ns and Achievements of the ESA, Decertification of Professional Employee ups, Pure Professionalism vs. the Board, the future of ESA.

In the second installment we reviewed the Famous CWETE Case, the De- for Professional Recognition, What are Engineers Bargaining For? and ched on Unfair Labor Practice Charges. The third installment completes our vey although we will from time to time publish such information on the subject we think pertinent.

Summation

chievements and Frustrations

the last ten years, engineers have bona fide experience in collective bar- ing. They have experimented to de- ine how well unionism can serve the oses which their multiplicity of na- al societies apparently could not (or ld not) serve to their satisfaction. r publications recount occasional suc- s—improved classifications and stand- of compensation—in some cases with re satisfactory system of merit rat- ; recognition of authorship of techni- eports and papers, concession in the of paid vacations, better pension , leave of absence for professional , and overtime pay for "exempt" ssionals. Generally they recount only ances and dogged campaigns for im- ment of their economic and profes- l status. The tone of many is quer- rather than aggressive.

ne of the leaders are buoyantly con- that the estimated 400,000 engineers dustry can achieve solidarity in an endent union, and point to the 40,000 ssional and sub professional em- es allegedly *represented** by the En- s and Scientists of America. If this strength can be attained in four years, they argue, the organization has unlimited possibilities and is well on its way to realizing its aim. The over-all impression gained from systematic study of the publications of most of the engineer unions is at variance with this sweeping view. They are faced with the immediate realities of collective bargaining, and their publications show principally disillusionment, discontent, and bitterness—not with the principle of collective bargaining, but with non-cooperative members of their units, with their employers, with their professional societies, and with the current administration of the Taft Hartley Act.

WITHIN BARGAINING UNITS

They are extremely caustic in their references to free riders and deadwood in their bargaining units—as several excerpts from union publications already cited in this paper indicate. While the free rider is most often excoriated, the non-cooperative, critical member of the bargaining unit is often publicly chastized as in this article quoted from "The Regulator" (August, 1954), published by the Federation of Westinghouse Independent Salaried Unions:

---

*In spite of membership gains during the year, the loss of the Engineers' Association at Arma to the AFL-CIO kept ESA from showing growth this year. 40,000 was the claim in 1956 as well as in 1955.

> ### One In Every Union
>
> There's a certain kind of "union" member that most of us know about. There's one in every local. We'll describe a few things about him just to see if he doesn't sound like someone you know.
>
> He thinks that the few dollars he spends in dues each month entitles him to the full-time, personal services of a union representative. He wants ACTION from his union—more, better, faster, oftener than anybody else.
>
> It doesn't matter to him that the contract under which he works was hammered out only after long, burdensome, exhausting and complicated negotiations and represents the best that could be secured at the time. To him, it stinks. Or, if he thinks it's pretty good it should have been better. Never did get time to attend the meeting, though, when his union was drafting contract proposals.
>
> He wants to know how come the union can't get him a pension plan of $250 per month, triple pay for holidays and a 30-hour week starting day after tomorrow. The fault, he's convinced, is the union's. "Them guys ain't on the ball," he growls. "They don't know how to get things done." Oh, yes, he's heard about NLRB, and the T-H law. But they don't apply to him.
>
> He's sore because his union has to operate under such controls which, he suspects, are devices invented by his union to keep him from getting satisfaction. It also makes him mad when the union has to spend money for legal, statistical, and other expenses.
>
> He yells and screams for the union to do something about high prices, rent controls, knuckle-headed Congress and a dumb traffic cop who gave him a ticket. Uh, huh, you guessed it. He doesn't even vote in local or national elections.
>
> What can you do about a guy like that? Cuss him or pray for him? Who knows? But it does seem that those who ask their union to do more and more for them are the ones who usually give their union less and less. And the member who does the least for the union often turns out to be the member who needs it the most.

Naturally, the more aggressive members of a unit become officers and they are the spokesmen of organized engineers. They also are faced with the problem of financing organization work, and many articles bespeak their resentment of members who oppose what they consider reasonable increases in dues but who still are unwilling to give time to clerical work, service on committees and other union activities. Reference has already been made to an article in "Fortune Magazine," June, 1954, in which the ESA
described as a "loose federation" of f
teen engineer unions. The phrase
kled, but was found warranted by
Association of Professional Enginee
Personnel at RCA Victor (charter n
ber of ESA) and was quoted by it ir
June-July-August, 1954, issue of its h
organ, the "Exponent", as a springb
for a discussion of engineering's ti
fistedness:

> Fortune magazine can be brutally f
> on occasions, and has probably mad
> accurate appraisal of the present statu
> ESA. Engineers and Architects don't
> ually "think big"—they have to be
> cated and persuaded in that direction
> ness the scarcity of good systems
> capable of comprehending complex sys
> in their entirety in industry today . . .
>
> Perhaps the member units of ESA
> plead guilty to "Fortune's" indictment
> hardly with any shame or regret. What
> all, is to be expected from a consolidati
> groups each independently originat
> cope with local situations . . . ?

But this does not explain the acti
the delegates of not providing a wo
plan for economic support of the m
units in event of a strike. The plan
was approved as ESA policy was
rotating loan fund for member grou
corporating voluntary contributions to
port the plan. This action effectively cr
the plan, and left ESA with no more de
plans for a solidly founded emergency
than had existed prior to the Conventi

It doesn't require much political u
standing to realize that the reason the
gates would not support a compulsory
tribution plan is the antipathy of
membership to shouldering the cost of
a plan.

This is without a doubt shortsighte
at the very least can be described
parsimonious attitude, for which eng
have gained no small fame.

* * * *

In Part One of this article, refe
was made to the situation which ar
Sperry Gyroscope when the Sperry
gineers Association induced the co
to accept a "maintenance of memb
clause" in its contract. The immedia
action of the president of the union,
ett Taft, to 300 resignations from th
gineers Association during the
period has already been noted. Mr.
grief was evidently not tempered b
passage of time. In the September,
issue of "The Sperry Engineer" Mr
used his column to explain his reaso
not seeking re-election. The column

s deepest disillusionment with the En-
ers Association at Sperry. He has
that time been president of the Min-
olis Federation of Honeywell Engi-
s. Quoted elsewhere in this article is
qually pessimistic appraisal of ESA's
ent policies. Here we quote his fare-
to the Sperry Engineers Association.

ll Circle—Four years ago—to the
th—I was approached by a small
p then active in EA politics. I was not
e at that time. It told me that the
ciation was ready for transformation
a real Union—that this view was the
of a latent majority—that only a leader
lacking.

was frankly skeptical that a stable
rity understood the problem and was
y for the all-out support which success-
collective bargaining entails. But, both
ered and hopeful, I undertook the proj-
success in which was so desirable that
mall hope of achievement could be al-
d to lie unexploited.

y goal then was to harness the tech-
es, laws, and advantages of militant
unionism for the benefit of those who
massed, literally, to labor in the en-
ering vineyards. To do this successfully,
oral equivalent for the professional
isms of an earlier generation of en-
rs (now incompatible with the realties
rporate employment) would have to be
ed into the daily life of the organiza-
This would be a homely, garden-variety,
o-day democracy. The forms of demo-
organization alone would not be
gh, because the average member could
et the necessary inner satisfaction from
nere knowledge that others were work-
n democratic councils—he would have
rticipate himself.

e ideal was to let the whole member-
nake its own vital decisions and its own
kes. Yet the leadership would have to
le enough information, enough guid-
enough clarity so that good and fruit-
ecisions would be made. It was to be
adership's task to find the balance be-
real democracy and self-frustration,
en full debate and full accomplishment.

w well I have succeeded is a matter
ing opinion. But that we have reached
us few will dispute. We are entering
phase, and I sense that the urgings for
ne from deep within the membership,
s they did four years ago.

ave decided—and it has been a hard
on—to step aside and make way for
eshening effects of a new leadership.
not be a candidate for re-election.

re are many who, along with me, have
ed much heart as well as brain and
They have requested, and are entitled
fuller explanation.

one of these supporters, perhaps the
no helped me most when I have been
n need, I attempted to give my ex-
ons in a letter. Others of my close
friends, upon reading the letter, have urged me to print it. Accordingly, I do so in part:

"Dear Henry:

"I do not presume that there will be many who will understand fully my reasons for not seeking re-election to the EA presidency. Nor will there be many whose comprehension would be worth my efforts at explanation. But you, of course, qualify on both counts.

". . . you said that, of course, you would wish me to avoid the humiliation of defeat That, however, is not a factor. It is not a defeat that I seek to avoid, but, rather, a hollow victory.

". . . victory now . . . would be a grudging permission to exert myself further on the bargaining unit's behalf. I would be given another chance to vie with the Company for the membership's approval. In essence, I would be told: "We'll give you another chance to prove to us that a trade union is worth our while.

"Since any fool knows that one isn't going to budge Sperry with a fifty percent membership, the first job would be recruitment. That portion of the present membership which concedes the desirability of unionism has repeatedly demonstrated its unwillingness to exert real social pressure on the sychophants. Only Socratic persuasion is available.

"To rally and train a corps of lecturers I would have to turn to a few who have shown energy available to, and enthusiasm for, the Union in recent weeks. There is such a handful; but what are its lights? With the techniques of Batten-Barton and Dale Carnegie it would solicit bodies rather than souls . . .

"I have said to them: 'Your enemy is in the north.'

"They answer: 'We shall march south because the pleasanter climate will aid recruitment.'

"I do not feel, however, that the last four years have been wasted. Two preliminary things had to be done. A real union structure had to be set up and organized. It had to be demonstrated that such an organization among engineers was capable of challenging a first magnitude corporation. I feel that my part in accomplishing these things was great enough to justify the time investment. Also I have learned much.

. . . "The next job which must be done is to win the Union allegiance without fundamental reservations . . . Now that we have the structure (as Marty Sills of Arma remarked: 'The EA has a great organization —all you need is a union') the task is solely one of education I like to think that, freed of the routine of office, I can make a significant contribution here. Surely, I will be able to write and lecture more freely if I am not restrained by having union policy ascribed in my every utterance.

"Finally, Henry, there is value in a change for its own sake. The union has polarized about my personality, both real and imaginary, to an unhealthy degree. This consideration would be significant after four years of prominence, even if the bargaining unit took me for what I am. But when you have to accommodate, along with me, the image which has been nurtured by the Neanderthals, both in and out of management, there is much to be said for breaking up the mass fixation.

"Two great, over-riding questions remain to be solved, and the impact of one local union president, good or bad, can hardly be decisive.

"Will engineers accept the fact that they will have no alternative to collective bargaining in the near future?

"Will the large American corporations accept industrial democracy as a necessary condition for the survival of our present political democracy?

"Unless the answer to both questions turns out to be "yes," I have better things to do with my life than devote it to engineering unionism.

"But I have not lost faith, and you must not look upon my decision as desertion. The ranks look pretty thin, I know, but I think the future is on your side—on our side. As ever, Everett."

* * * *

CONCERN OVER UNIFIED LABOR MOVEMENT

Ten years ago the bitterest attacks by professional workers in their new house organs were those directed against the labor unions which threatened to absorb them. Today many of them are eloquent in praise of the great labor movement (whose history they seem only recently to have discovered). They are extravagantly defensive of the closed shop and union shop and "union security" in general. Nevertheless, there is perceptible uneasiness in professional ranks over the rising interest of major unions in all white collar workers. They remember that these unions opposed the change which the Taft-Hartley Act made in their status by its definition of professional employees. The publications of engineering unions occasionally refer to this unpleasant fact and to the rumor that organized labor would like to re-amend the law to get rid of this troublesome Section 2(12). Sometimes the uneasiness is very palpable as it was when there was a rumor that the CWA-CIO might try to dispossess the Conference of Western Electrical Technical Employees as national representatives of engineers and scientists employed by Western Electric.* Here are exc
from an editorial which appeared in "
ference Notes", published by the outst
ing sounding board union, Conferenc
Professional Technical Personnel at
Laboratories:

. . . "First of all just suppose the
is successful— . . . What would be
result? Certainly, the engineers
would be a very small minority in
union, could not expect preferential
sideration in the negotiations between
union and the company. Instead, if the
perience in plants where an indus
union predominates is an indication,
engineers would soon find thems
facing a myriad of restrictions on
working conditions, and would very l
find themselves receiving the same so
"cents-per-hour" pay treatment w
tends to flatten out salary curves
makes merit plans a farce . . . . .

"Many Conference leaders hav
pressed the belief that an organizati
professionals need not be a certified
gaining agent in order to be effe
that although the professionals in
companies may be forced to that ste
fore their management will pay an
tention to them, in many companies
"sounding-board" activities of orga
tions such as the Conference have a
tage over the legalistic approach o
certified bargaining groups. We feel
way, too. But whether "certified
"sounding board", we are glad that
is an organization at the Labora
around which the professional tech
staff can rally in an emergency. Aft
what is happening at Western could
as easily happen here!"

In two widely separated areas con
tion between the two types of union
come to the surface. In Ohio it
touched off by the "McCoy Case", a
California the Operating Engineers
been giving the Western Association
of San Francisco Area Group of
fessional Employees (recently re-n
the Engineers and Scientists of Ca
nia) a great deal of grief. Some civ
gineers connected with surveying p
are involved. The state society of p
sional engineers in Ohio entered the
flict over the McCoy case with all

---

*CWA-CIO voluntarily changed its petition to exclude the group represented by CWETE.

g, but few of the engineering unions
ughout the nation took great interest
e hassle.

rhaps the battle with the Operating
ineers accounts for an article which
ared in the ESC "News Letter",
-July 1955 issue:

> e future growth and strength of ESA
> d surprise even its most ardent sup-
> rs, for there are three strong factors
> gathering force and momentum which
> weeping through the ranks of the pro-
> onal and technical employees.
>
> e first is the awakening awareness of
> eering personnel to their rank or posi-
> in the labor movement of today, in
> ct to both economic returns and job
> ige. No longer is the engineer or tech-
> n enjoying the extra reward to which
> training and skill should entitle him.
> ne time these key personnel were con-
> ed to be almost a part of management
> were so treated, but now these same men
> ften find themselves treated more shab-
> than workers performing the most
> al tasks. And the answer to this seeming
> lox is always quite readily found in
> nion card carried in the pocket of the
> al worker . . .
>
> e second factor which is acting to in-
> e ESA membership is the merger of
> FL and CIO into one union, and the
> nced intention of that union to con-
> ate organizing drives on the various
> collared occupations, specifically en-
> rs and technicians. While the AFL-CIO
> has its merits, it is rather difficult
> e just what advantages other than fi-
> al backing would accrue from member-
> in that joint union. Furthermore, even
> reater financial backing would have to
> ught with money out of the individual's
> ocket. For example, compare the pres-
> ues of $24.00 a year of ESC with
> l AFL-CIO dues of $50.00 a year and
> ion fees of up to $200.00. In addition,
> is the question of how much freedom
> tion the engineering members would
> in any labor union which would ne-
> ily be predominantly made up of non-
> ering members. Recognizing the ad-
> es to be had in an independent
> zation, again, the engineer and tech-
> are turning to groups such as ours.
>
> third factor, which is not so much
> or but a condition upon which the
> two forces are inter-acting is the vast
> ial of engineering personnel who have
> s yet affiliated themselves with any
> zation. With a large untapped po-
> to be won with the proper organizing
> ESA cannot help but continue to
> in size, both numerically and geo-
> cally, at an ever increasing rate.

s not these specific cases which
the concern of engineer unions so
as the indications that the major
have learned enough about the way professional employees think and what they want from their labor organizations to enable them to plan much more adroit appeals for affiliation of units of white collar and professional workers than those used by the FAECT, for example, ten years ago.

Tactics of the American Federation of Technical Engineers AFL-CIO illustrate the new technique of the trade unions in dealing with professional personnel. The letter from Mr. Stephens, president of AFTE to the ESA at the time of its 1956 convention has been reproduced in this article. It shows the conciliatory approach (in spite of scattered instances where local units of AFTE have challenged professional unions for representation of particular groups). The following bulletin from the U. S. Department of Labor indicates the adroitness of AFTE's appeal to professional workers.

> The American Federation of Technical Engineers AFL-CIO have adopted National Draftsmen Apprenticeship and Training Standards for the guidance of their local unions in improving training throughout the industry.
>
> The standards, which call for employer and union cooperation in developing skilled draftsmen, were developed by a five-man national committee and adopted at the American Federation of Technical Engineers National Convention.
>
> A representative from the U.S. Department of Labor's Bureau of Apprenticeship, serves as consultant to the committee in the development and application of these standards.

EMPLOYER-EMPLOYEE ATTITUDES

Five strikes* called by members of ESA might seem to indicate a serious deterioration in the high sounding principles with which most of the engineering unions embarked on this adventure in collective action. It is not the strikes so much as the constant corrosion of engineering's employer-employee relations which should cause alarm. Newly certified unions were at first naively delighted with collective bargaining as a 10-year-old boy with a new popgun. With much of the enthusiasm of that boy they looked for targets. They experimented with bargaining as anyone might test the operation of any novel push-button gadget. They knew they had much to learn before they could master the art of bargaining, and except for a few ultra-aggressive members the units had high regard for the decorum of collective bargaining. But as they registered what they considered obviously reasonable "demands" and drew blanks, the spirit changed. Perhaps Mr. Gerry E. Morse, Vice President in charge of industrial relations, at Minneapolis Honeywell Regulator Company, was right when he said that engineers "tend to find it (collective bargaining) a very frustrating experience." In an article entitled "Engineering Ethics—From the Viewpoint of Industry", published in the "Journal of Engineering Education", November, 1954, Mr. Morse made this trenchant remark widely quoted (and oddly enough seldom disputed) in engineering union publications. This is what Mr. Morse said:

---

*One at Minneapolis Honeywell, one at Sperry Gyroscope, and three at Arma.

> "Those of us who have had experience in collective bargaining with engineers have seen the impact that it has upon them. Collective bargaining is a process of give-and-take, of argument, of compromise. In other words, it is collective and it is bargaining. Engineers are not conditioned by temperament or training to feel comfortable in the pulling and hauling of the collective bargaining process. They tend to seek what they believe to be the right answer to the problems raised, not recognizing that some are purely political, growing out of the needs of a collective action and that others are simply part of the strategy and tactics, the horse-trading, of the bargaining technique. Engineers, tending to approach such problems along the route of the scientific method, are more often than not bewildered when that does not work, and tend to find it a very frustrating experience."

This is probably doubly true when engineers representing the members of a bargaining unit face engineers representing management across the table. At any rate, Mr. Morse should know. His engineers have a very alert, purposeful organization, The Minneapolis Federation of Honeywell Engineers. Contract negotiations broke down on one occasion and the Federation went on strike. The Federation ended the strike and accepted the company's offer, with a considerably lower increase in hourly pay than it demanded in the course of negotiations.

Perhaps the "frustration" of which Mr. Morse speaks is the explanation for the general tone of articles in the house organs of engineering unions. In their references to management these articles ra
from amusingly sardonic to vitriolic.
example of the former is the parody
Charles E. Wilson's now famous epig
—"What's good for EA is good
Sperry" blazoned across the masthea
The Sperry Engineer where the slo
"The Voice of the Engineers Associati
usually appears. "EA" (the Engin
Association at Sperry Gyroscope) i
resilient organization, and its cracks
management are, no doubt, a part of
"give and take" of collective bargain
Perhaps more indicative of the dist
and animosity which seems to be buil
up between management and emplo
engineers is an article by Western E
tric Technical Employees (natio
which reports a bargaining impasse in
fashion:

> *Dastardly Decision!* "The announce
> by Company spokesmen at the last Qua
> Meeting on June 9, 1955 that Western
> tric management had found it "admin
> tively impossible" to accept the Cou
> contractual proposals on Position E
> tion for professional occupations (A
> 24), which have been under joint stud
> the last three years, can accurately b
> scribed as "dastardly." The Position Ev
> tion proposals by the Council follow
> stantially the objectives enunciated re
> edly by the National Society of Profess
> Engineers (NSPE), the Engineers
> Council (EJC), and the American So
> for Engineering Education (ASEE) on
> ter utilization of engineering manp
> recognition for the engineering profe
> and consequent improvement of the pr
> sional status of the employees represe
> by the Council. Thus, Western El
> management is rapidly acquiring the du
> distinction of being one of the least
> fessionally-minded companies in the U
> States.
>
> "The sad reputation acquired by Wes
> Electric in engineering circles is all the
> disturbing when one considers that Wes
> Electric management is overwhelmingl
> rected by men with engineering backgrou
> The President of the Company is a
> known member of an honorary enginee
> fraternity; a Vice President was give
> honorary doctor's degree for outstan
> achievement by his alma mater; other e
> tives have received a similar recogni
> The answer is that the Company follo
> double standard of professional behavi
> one for the consumption of the colleges
> universities from which Western Ele
> does most of the recruiting, and a prac
> one for the engineering employees wh
> treated as professional employees "consi
> with the needs of the business." What m
> it more grotesque is that the plan prop
> by the Council is comparable to that

been used so successfully by the Stand-
Oil Co., RCA, Westinghouse, General
:ors, Ford Co., etc., for their professional
sonnel. Note: According to Western
ctric management, what may be very
cessful in the oustide engineering world
not work well in Western Electric's
ory tower" existence."

n the editorial page is an even more
lictive attack on the allegedly auto-
ic policies of Western Electric, under
tion of:

ight Is Right: "Whatever is, is right"
lexander Pope.
These words of the eighteenth century
fit neatly the attitude of self-justifica-
so prevalent among the dominant fac-
of the stratospheric Western Electric
npany management. These men evidently
that in order to support their self-
ving position it is necessary that the
litions which produced their status be
erwritten as correct by everyone within
r sphere of influence. . . .
Such procedures may have 'pushed the
out' in years past, but the present pace
echnological development will no longer
ate the method of 'we did it this way
years ago.' The philosophy of the Com-
on how to do the job is reminiscent of
oriental concept of productivity—use
e Chinamen and more baskets. Quali-
engineers cannot realistically be hired
he mere basis of an arbitrary budget al-
ion—nor can competent supervisors be
erly selected at the bowling alley or at
idge party, multiple supervisory judg-
notwithstanding. Neither will any use-
purpose be served by management in
wing one stop-gap expedient after
ner into the breach while waiting for
omic relapse to relieve the pressure." . . .

* * * *

ngineer unions have shown themselves
cularly sensitive to charges that the
iary relationship between profes-
al employees and their employers is
ted in some union activities. The na-
of those charges reaches readers of
n publications as a reflection—that is,
nature of the charges must be in-
d from the retorts they draw in the
oyee house organs. In one case they
to be answering the charge that in-
ation about forthcoming lay-offs was
prematurely by over-zealous union
In another case they were appar-
charged with advance dissemination
ormation on salary adjustments. The
s have in reply heatedly attacked the
r secrecy which veils salary sched-
Management seems to have count-
with charges of "unprofessional" conduct and to have suggested that membership in a union, because of such lapses, may eventually take union members out of the ranks of employees who share management's confidence. To this the engineer unions reply that engineer executives who are members of national organizations are an equal risk—in their zeal for the societies they represent, and in the course of committee work, the unions say, these men might be indiscreet when discussing developmental work or other company secrets.

"THE GENTLEMEN'S AGREEMENT"

Perhaps the case which brought this issue into boldest relief was that arising from the "Manpower Availability Conference" arranged by the Seattle Professional Engineering Employees Association, in retaliation for the Gentlemen's Agreement among members of the Aircraft Industries Association. Charles Robert Pearson, an employee of the Seattle Division of the Boeing Airplane Company, who, with authority of the SPEEA organized the Conference, was fired and later reinstated by Boeing. It was claimed that, in attempting to bring about the resignation of Boeing Company's engineers (and their re-location elsewhere) he was guilty of disloyalty. The NLRB trial examiner ruled in favor of Boeing, but an appeal to the NLRB brought a reversal. This is the NLRB's decision in the case: (release October 3, 1954)

NLRB RULES EMPLOYEES NOT SUBJECT TO DISCHARGE FOR TRYING TO ORGANIZE EMPLOYMENT CONFERENCE AS PART OF BARGAINING STRATEGY

The National Labor Relations Board held today that an employer may not discharge an employee for helping to organize an employment conference with other employers, as part of union strategy in negotiations.

The ruling was made by a vote of 3 to 2, in a case brought against the Seattle, Wash., Division of the Boeing Airplane Company by the Seattle Professional Engineering Employees Association, an unaffiliated union.

A majority of the Board held that the company unlawfully discharged an employee who was designated by the Association to organize a "Manpower Availability Conference" to be attended by other employers of engineers. The union took this action after negotiations for a new contract became stalemated on the issue of wages. The union's efforts to organize the conference were unsuccessful.

The employee, Charles Robert Pearson, was later reinstated by the company, and the Board today ordered that the company reimburse him for any wages he lost as a result of his discharge.

The majority decision was made by Chairman Guy Farmer and Board Members Abe Murdock and Ivar H. Peterson. Board Members Philip Ray Rodgers and Albert C. Beesom dissented.

The majority held that the conference constituted concerted employee activity which is protected by the Labor Management Relations Act.

The majority found that the union sought to organize the conference for two purposes: (1) to combat a "Gentlemen's Agreement" among aircraft companies not to hire each other's engineering employees, and (2) to strengthen the union's hand in its wage negotiations with Boeing.

The majority opinion said:

"The Manpower Availability Conference was initiated to achieve two principal objectives—for purposes of mutual aid or protection, to secure other employment for those union members who desired to change employment, and possibly to counteract the effect of the Gentlemen's Agreement, and for purposes of collective bargaining, to strengthen the Union's hand in its negotiations with the Respondent.

The majority described the "Gentlemen's Agreement" as "an agreement or understanding among the members of the Aircraft Industries Association, an association of approximately 80 companies in the aircraft manufacturing and related industries, including the Respondent, that they would not inter alia offer employment to any employee of a member of the Association without that member's express permission.

"Moreover, the Manpower Availability
Conference was directly related to matt
of collective bargaining in issue betw
the Respondent and the Union—nota
wages, as to which an impasse had b
reached in negotiations. Here
employees collectively were seeking le
imate ends—to broaden their oppor
nities for employment, to obtain the
market for their services, and to les
their dependence upon the Responc
for employment—all matters clearly,
properly, related to the issue of wa
then the subject of negotiation with
Respondent. To hold, as the Trial
aminer concluded and as our dissen
colleagues would hold, that such ac
ty ought to be characterized as inde
sible, and therefore unprotected, wo
in our opinion be an unwarranted ex
sion of the doctrine involved in the c
on which they rely, and an unwarra
intrusion on the rights of employee
guaranteed in Section 7 of the Act.
a step we are not prepared to take."

The minority report was as follow

"We are not here concerned with
legitimacy of the Union's objectives,
rather with the illegitimacy of the m
by which the Union sought to ach
those objectives. The Manpower A
ability Conference was not a gathe
together in concert of employees in o
to compel the grant of a bargaining
mand by a temporary refusal to w
it was, rather, an employment ag
operated under the aegis of the Unior
the purpose of causing the perma
severance of the employment relations
Such activity is the antithesis of the
pose of the Act, which seeks to stren
en the bonds of cooperation between
employer and employee. It is equally
disloyal, equally as injurious to the
ployer's business, and equally as dis
tive of industrial peace and stability
the conduct which was condemned in
above-cited cases. Because it was
ceived and utilized for purposes opp
to the purposes of the Act, the activ
of the Manpower Availability Confer
derive no protection from the guara
of Section 7 of the Act. The Respond
discharge of Pearson, because of
participation in such an unprote
activity, was accordingly not unlaw

we would therefore dismiss the com-
nt in its entirely."

Recent Developments:

s reported in the July, 1956 issue of
Exponent, the Seattle Professional
gineering Employees Association sign-
a new one year agreement with the
ing Aircraft Company in Seattle,
shington and Wichita, Kansas includ-
significant improvements in salaries,
ry ranges, overtime benefits and in-
ase in shift differential. According to
Exponent it covered one other sig-
cant gain described in the passage
ted below:

In addition to the above contract im-
vements, the Gentlemen's Agreement
cedures at Boeing have been modified.
Boeing management has advised
EEA that they will no longer request
nission of another company to negoti-
with one of that company's employees.
en Boeing is contacted by another
pany for permission to negotiate with
of Boeing's employees, the Boeing
agement will inform them that no
nission is necessary. However, they
continue to notify another company
n negotiating with one of that com-
's employees and will expect recipro-
consideration."

DISTRUST OF TAFT-HARTLEY ACT AND IT'S ADMINISTRATORS

gineer unions all over the country
ted violently to this A.I.A. case.
were outraged at the original de-
n of the trial examiner, and though
fied by the decision of the majority
RLB members, furious with Board
ber Beesom for his dissent. Mr.
om is the favorite whipping boy of
who profess to believe that the
hower appointees have made drastic
ges in administration of the Act
orable (and unfair) to labor. Even
h the changes (and most of the
ions sharply criticized in engineer
publications) have had little direct
ng on any case involving engineer
s, there is evidence of distrust of
ood intentions of the administration,
ongress, and of the Taft-Hartley
even though it includes engineer-
"Bill of Rights' 'in Section 2(12).

As the best evidence of the pessimism and bitterness which beclouds the activities of engineer unions (and the "frustration" which Mr. Morse says they experience) consider the following article which was published in the September, 1955 issue of "The Regulator," house organ of the Federation of Westinghouse Independent Salaried Unions:

EPITAPH ON THE NLRB

"Whatever sanctions law and tradition provided for collective bargaining as an American institution have been almost obliterated in the post-war era.

"The passage of the Taft-Hartley Act, the spreading virus of state 'right-to-work' laws and the cumulative effect of obscure and highly complicated NLRB rulings and court decisions have largely nullified whatever legal rights organized labor won in long decades of struggle and conflict.

"There is little to indicate that the trend will be reversed in the predictable future.

"From the union point of view, there is everything to fear and nothing to gain within the inner sanctum of the National Labor Relations Board.

"Such being the case, it appears only a matter of time until the entire labor movement will boycott and abandon the services of the Board. Certainly, in the opinion of informed labor leadership, it has ceased to function as an impartial mechanism of industrial jurisprudence. Following the passage of T.H., the great majority of unions felt it necessary as a defensive act to make limited usage of the facilities of the N.L.R.B. While it provided scant protection to workers, the Board, at least, gave some legal safeguards against raids to incumbent unions.

"There is little reason for our unions to seek the services of the Board. Today it is a ghost of the institution written out in the old Wagner Act, and it could not long survive, even in etheral composition, the sustained and concerted refusal of labor to recognize its existence.

"Whether or not the boycott of the NLRB by labor takes the form of a formal and public repudiation of its meager 'services' is not important. Like other obsolete bureaucratic institutions, it may wither away into oblivion with little fanfare.

"However, as long as it can command even scant attention, it will remain a roadblock to labor's legitimate aspirations. Perhaps, the first step toward getting rid of T-H. will be to bypass this roadblock."

Some rather important happenings have taken place since concluding this review, and no doubt others will follow. However, for the time being, we feel the following addendum will suffice. Future developments will appear in a later issue.

Addendum

Recent Developments in the Unionization of Professional Engineers

After copy for the third and final instalment of "Engineer Unions from the Reviewing Stand" had been set in type, two interesting but inconclusive developments transpired which we believed to be sufficiently important to warrant holding up publication of PROFESSIONAL ENGINEER until we could get and incorporate the stories in our ten year history of the unionization of engineers.

One of these stories dealt with the demonstration staged in New York by engineers of the Western Electric Company in protest against the bargaining (or what the Council of Western Electric Technical Employees would term "non-bargaining") tactics of the Western Electric Company.

The setting of the second story was Minneapolis, where members of the Minneapolis Federation of Honeywell Engineers voted to withdraw from Engineers and Scientists of America and affiliate with the UAW, CIO-AFL.

Both of these explosions could have been recounted briefly in PROFESSIONAL ENGINEER if it had been published, as scheduled, in March, but it was almost immediately apparent that the real story was one of delayed effect—first the repercussions, which could not be appraised at once, and the "fall out" which could be measured only after the repercussions had been recognized.

Even now it is impossible to ascertain the long range effect of at least one of these stories on the whole unionization of engineers movement—particularly its fateful significance for Engineers and Scientists of America. Even if we deferred publication until after the May 30th annual meeting of the ESA, there is no assurance that the effects apparent at that meeting will mark the end of the story. In a later issue of this magazine there will probably be a sequel to "Engineer Unions from the Reviewing Stand" recounting the ultimate influence upon the unionization movement of the action taken in February by Western Electric and by Minneapo
Honeywell engineers.

Two More Rounds at Western Electric

There are really two newsworthy ite
in the Western Electric story, a contr
versy which has dragged on since Oct
ber, 1955. For years the CWETE-N
enjoyed the distinction of being the fi
engineer union to negotiate a nation-wi
contract for professional employees. T
contract expired in November, 1955, a
the company and the union have not b
able to agree on certain terms of the c
tract which have been in negotiation in
mittently since that time. The un
claims to have submitted many propo
intended to facilitate an agreement
insists that the company has never
fered a counterproposal, sticking adama
ly to its original proposal. Appare
worn out with the stalemate, the Fede
Mediation and Conciliation Service pu
out of the negotiations. This the Cou
considers almost unprecedented; it furt
regards the action of the Concilia
Service as proof that the Company,
cause it has not modified its original
mands, is not bargaining in good fait

On February 14, 1957 all the West
Electric engineers from the New
Kearny, and Jersey City locations
work and staged a demonstration in N
York against the Company's alleged fa
ure to bargain in good faith. The Co
pany retaliated by a "lockout" and s
pended the officers of the Union for
week. Attorneys for the Council h
accordingly prepared legal charges agai
the Western Electric Company, accus
it of an "unfair labor practice" within
meaning of the Taft Hartley and Wag
Acts. The case must be heard and
vestigated by the NLRB and its decis
is not expected until August or Sept

Footnote *[1] See Professional Engineer Vo
No. 3, page 9, Vol. 41 No. 4, pages 9-14.

r. The violation of contract suit filed
 the Council in October, 1955, is still
decided.

inneapolis Federation of Honey-
well Engineers in the Limelight

During the 1956 annual meeting of
igineers and Scientists of America, one
 its affiliates, the Minneapolis Federa-
n of Honeywell Engineers, created a
eat deal of excitement by introducing a
solution calling for affiliation of the
SA with AFL-CIO.*[2] This resolution
covered the schism in ESA which has
isted since its inception. The resolution
is defeated, and MFHE voted to with-
aw from ESA, but rescinded the action.
is was the culmination of an internal
uggle between those units of ESA
iich believe in "purism" (restriction of
embership in ESA units to bonafide
ofessional employees as defined by the
ft Hartley Act) and those units which
uld include technical employees closely
ociated in their work with profession-
.

This is the background for the sudden,
amatic action of Minneapolis Federa-
n of Honeywell Engineers on Feb-
ary 25th, when the Federation voted to
hdraw from ESA and join UAW
FL-CIO). Speakers at the meeting
re Walter Reuther, President of
W and Leonard Woodcock, Vice
sident of UAW and director of its
craft Department. The speakers em-
sized the advantages that would accrue
engineers from the UAW's newly or-
ized Aircraft and Avionics Engineer-
 Council.

o the dismay of Everett Taft, Presi-
t of the Minneapolis Federation of
neywell Engineers, and the 579 engi-
s who voted for the switch in affilia-
, it soon became apparent that their
on was not accepted as determinative
several interested agencies. A group
 professional engineers employed at
neapolis Honeywell, many of whom
rrently were members of the *bargain-*
 unit but *not members of the Federa-*
 petitioned for decertification. The Minneapolis Honeywell Company expressed serious doubt that the Federation, as then constituted, represented a majority of employees in the scope. Engineers and Scientists of America got into the act by insisting that its name appear on the ballot along with that of the UAW. Finally, all the interested agencies signed a stipulation for certification upon consent election, which the NLRB ordered held on May 8th. It was further decreed that the professionals and technicians would form two separate voting groups. The professional employees thus had to mark their ballots twice—once to determine their inclusion with the technical employees or their separate organization in the new bargaining unit, and again to determine which union if any they desired as a representative. They could vote for representation by the UAW, the ESA, or for "no union."

Results of the election reported in the May issue of "The Sperry Engineer" are here tabulated:

	No Union	UAW	ESA
Professional Unit	896	314	197
Technician's Unit	404	254	62

This, of course, was an overwhelming defeat of representation either by a major labor union or by a national union representing only engineers and scientists. The total vote for UAW was less than that cast for affiliation with UAW at the February 25th meeting.

No official statement has reached us from the Minneapolis Federation of Honeywell Engineers to indicate what form the organization will now take. That, after all, is a minor point. The real interest of engineers all over the nation centers on the effect that this election will have on the general movement to unionize professional employees.

Of primary interest is the effect on Engineers and Scientists of America and nothing definite can be inferred until the reports of its May 20th annual meeting are available—and until analyses of the "surprise ending" of the Minneapolis Honeywell situation and its repercussions at the ESA meeting begin to appear in the publications of member units and other engineering organizations.

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otnote *[2] See Professional Engineer, Vol. 4
 page 26.

In its March issue "The Engineer and Scientist," the ESA averred that the election at Honeywell would, in the long run, work to the advantage of ESA. In an editorial entitled "The Choice—Which?" ESA said:

> Rather than view this development with dismay, the ESA can now approach the challenge for organizing substantial numbers of professionals into its ranks with optimism. To date, the professional employee has, generally speaking, viewed any effective organization of his group as a rather remote if not altogether ridiculous possibility. Substantiating this attitude has been the cold stark fact that approximately only 10 percent of industry's employed engineers and scientists are now represented by certified bargaining groups. However, the day of "no representation" is rapidly disappearing. In the not too distant future the professional must face up to the realization that he is a very real part of organized society. The cloak of "rugged individualism" is wearing thin at the edges. If he is to regain his "professionalism" and obtain the type of economic, social, and professional recognition which society has to offer, then he must organize.
>
> The challenge as to whether the engineer and scientist can be best represented by ESA or the AFL-CIO faces all of us. ESA views the challenge as the most promising sign for the future successful organizing of professional employees into its ranks. The question as to whether the professional employee desires an organization dedicated to fulfillment of those goals and purposes as advocated by ESA or an organization dedicated to goals associated with labor's "larger family" of industrial workers, can be answered only by himself. *This answer no longer can be neither.* (Emphasis is ours) The question which requires an answer is simply "which organization?"

This editorial was published before the results of the consent election at Honeywell were known. Those results are oddly at variance with ESA's confident statement that engineers' answer to the question of representation by AFL-CIO or a union of the ESA type could no longer be "neither." The editorial indicates no awareness of the disconcerting effect that the defection of Minneapolis Federation of Honeywell Engineers from the ESA may have on some of ESA's own members. The April issue of "The Sperry Engineer," published by the Engineers Association of Sperry Gyroscope Company, refers with asperity to the loss of the Minneapolis Federation of Honeywell Engineers. Under the caption of "The Great Debate" a news story discusses the coming annual meeting of Eng neers and Scientists of America. Th story says, in part:

> On May 30, 1957, the Engineers Associ tion will send a delegation to a haunted Co vention, haunted by the ghosts of the Arm Engineers Association and the Federation Honeywell Engineers, so recently decease Why did these two groups leave ESA?

The story continues with a list of th services that ESA was organized to pe form and asserts uncompromisingly tha ESA can never render these services u less it represents a much larger numb of engineers than it now does. The Arm and Honeywell engineers have had to tu elsewhere for the services ESA cou not perform, the story continues, and in mates that the Engineers Association Sperry may be forced to follow the sa course. (It must be more than coincide that two of the three member units ESA which have resorted to strikes, a which found that white collar strikes a successful only with blue collar supp have withdrawn from ESA while t third is on the verge of such action.)

That Sperry engineers were consider withdrawing from ESA was only in mated in the April issue. The May iss (which announces the result of the co sent election at Honeywell) bluntly r ports that the Executive Committee of t Engineers Association has conside resigning from ESA before the ann meeting. The vote, it reported, was f for and five against resigning imme ately. The chairman broke the tie, deci ing, temporarily to stick with the ES on the grounds that "when decision on important issue is so close, the status q is desirable." There is also the practic question of "where to go" if the E leaves the ESA. They recognize thr possibilities: ESA could remain indepen ent; it could join the AFL-CIO; it cou "affiliate with those who share EA's co ception of what ESA should be."

In this one issue of "The Sperry Eng neer" there are three articles about t ESA, all of them extremely critical of t ESA, of its "paucity" of accomplis ments, its "misled leadership," and proposed constitutional amendmen Most of the shortcomings are blamed the "pure professional" faction in t

SA. This faction is held responsible for ilure of the ESA to carry on a vigor-is and effective expansion program, pecially for the firing of the only full ne organizer, John Taft, ostensibly as economy move. At the same time, the gineers Association objects to "ex-avagant and wasteful expenditures of e Washington office," and to "unap-oved monies spent by the ESA presi-nt, J. Amann, in a vain attempt to ing Minneapolis Honeywell Engineers ck into ESA." The bitterest attack, wever, is upon the president of ESA d the executive committee which approved what EA considers his unauthorized or "unconstitutional" expulsion from ESA of the Engineers and Architects Association (Los Angeles) for alleged non-payment of dues although they actually were in arrears only in the payment of a special assessment, which was the equivalent of about 15 days dues.* It all adds up to dynamite for the annual meeting of ESA on May 20th.

Footnote: *Reference was made to this situation in "Engineer Unions from the Reviewing Stand," Professional Engineer, Vol. 41, No. 4, page 7.

The Fire Protection Engineer

By Robert S. Moulton, P. E., Secretary
Society of Fire Protection Engineers

AILURE of a structure through collapse is universally considered as reflecting upon the professional competence of the designer. Failure by e on the other hand is considered an act of God with no indication that e designer is at all at fault in any way or that the occurrence could have en prevented by proper consideration of fire protection in the design the structure. Fire protection seems to have been neglected among the rious branches of engineering. The National Engineers Register, re- ntly circulated, makes no mention of fire protection. Applicants for engi- ering registration whose experience has been in fire protection find that istration boards often do not recognize fire protection as a branch of gineering and have denied registration to those who have specialized in s field.

It was on this account that the Society of Fire Protection Engineers is formed in 1950. The Society, now numbering nearly 1,000 members all classes, meets in connection with the meetings of the National Fire tection Association and is intended to advance the professional interest the fire protection engineer. A third of the full members of the Society registered professional engineers and a goodly number of the associate mbers are also registered engineers. At the present time our member-) consists of 522 members, 257 associates and 181 juniors which total).

Fire protection engineering differs from other branches of engineering that it encompasses a wide variety of subjects, but all are considered n the same basic point of view, the prevention of loss of life and prop- y by fire. Fire protection engineering is a specialized subject, demand- the highest grade of professional competence in its application, and the lifications for membership in the Society of Fire Protection Engineers are comparable with those of other established professional eng neering societies.

There is only one school where a four-year course in fire protectio engineering is given—Illinois Institute of Technology and for this reaso the majority of members of the Society of Fire Protection Engineers gaine their professional education in other fields. Even for the registered eng neer in other fields, the Society requires three years in responsible charg of fire protection engineering work, as a prerequisite for admission to i membership.

The majority of members of the Society are employed by insuran organizations and by industry, but among the Society's membership are number of men who are available for work as consulting engineers. The activities encompass an almost endless variety of topics, from the contr of fire hazards in process equipment to the design of specially engineer automatic sprinkler and other fire protection systems. Building constru tion features air conditioning, ventilation and a host of other factors t numerous to mention are also covered in fire protection engineering.

The consequences of the neglect of fire protection on an engineer' basis were most forcefully illustrated by the fire at Livonia, Michig August 12, 1953, when General Motors lost its Hydra-Matic transmiss plant, with a loss of $45,000,000, six deaths and lost automobile sales e mated at $750,000,000. Thirty-four acres under one roof without any divisions, a welding operation over flammable liquids, and no automa sprinklers where the fire started contributed to the loss. General Mot had no fire protection engineer in responsible charge of this operation.

Thousands of other illustrations of the results of neglect of fire pr tection engineering fundamentals might be cited, illustrations responsi for a total fire destruction of about $1,000,000,000, per year in the Unit States.

Important Social Security Provisions for the Disabled Worker

By Thomas M. Galbreath, District Manager
Social Security Administration Chicago 5, Illinois

PEOPLE who have become unable to work because of severe and lon lasting disabilities have a new type of protection under the social securi law, but according to the Bureau of Old-Age and Survivors Insuranc which administers the new provisions, many are not applying for the rights.

For many disabled people, failure to file an application with their soci security district office before the end of June, 1957 will mean the lo of all their social security disability protection, and for some it will al ean the loss of their rights to any old-age and survivors insurance benefits r themselves and their families in the future. Should a disabled worker die thout having filed an application to protect his social security disability ghts, the survivors benefits payable to his family under the social security w may be greatly reduced.

The Bureau says that an estimated 700,000 severely disabled men and omen in the country have worked long enough under social security to eligible to have their social security records frozen under a 1954 provi- on in the law. When a disabled worker's record is frozen, the years when s disability keeps him from working are not counted against him in figur- g the social security benefits due him in the future or payable to his family case of his death. Of the 700,000, about 400,000 people—those between and 65 years of age—are eligible for monthly disability insurance benefits ginning with July. . .

A disabled person must meet certain work requirements at the begin- ng of his official "period of disability." He must have social security credit r at least 5 out of the 10 years before he became disabled, and at least a ar and a half of the credit must have been earned in the three years st before his official "period of disability" began.

If application for the "disability freeze" is not made before June 30, 57, many disabled workers may no longer meet these work requirements the beginning of the earliest "period of disability" which can be entered their social security records. In this case, they would not be eligible to e their social security records frozen, and in addition, they would be ligible to receive monthly disability insurance benefits at age 50. These abled workers would have to wait until regular retirement age to receive social security benefits and those benefits would be reduced because the rs in which they were unable to work would lower the average earnings n which their social security benefits are based. For some younger work- delay in making application might also mean a complete loss of all social urity benefit rights. Contact your local office for further information.

Dario Travaini Chosen Arizona Engineer of Year

Dario Travaini, general superintendent of Water and Sewage for the of Phoenix, and a valued member of the American Association of gineers for many years, and its Phoenix Chapter, has been named zona's Engineer of the Year by the Arizona Society of Professional gineers.

Mr. Travaini was presented a plaque at a banquet attended by 250 at el Westward Ho in February, 1957. Selection of Travaini, according he Arizona Weekly Gazette, was made on the basis of his contributions he engineering profession and to his community. Mr. Travaini has been he city's engineering staff since 1931, and was superintendent of water sewage in 1940-41, and again from 1950 until the present.

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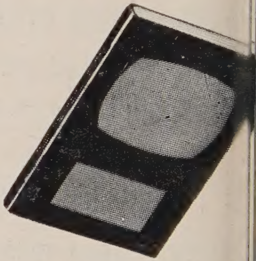

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